



Healthy Child Care NEWSLETTER



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Missouri Passes House Bill 1350

Requires comprehensive criminal background checks

During the 2018 legislative session, the Missouri General Assembly passed House Bill 1350. This bill requires criminal background checks for child care staff members. On August 28, 2018, this bill became law and can be found in §210.1080, RSMo.

This bill does the following:

- Defines who is a child care staff member. A child care staff member includes the child care provider; persons employed by the child care provider for compensation, including contract employees or self-employed individuals; individuals or volunteers whose activities involve the care or supervision of children for a child care provider or unsupervised access to children who are cared for or supervised by a child care provider; or individuals residing in a family child care home who are seventeen years of age and older.
- Defines what is included in a criminal background check. A criminal background check includes the following:
 - o A Federal Bureau of Investigation fingerprint check;
 - o A search of the National Crime Information Center's National Sex Offender Registry; and
 - o A search of the following registries, repositories, Family Care Safety Registry, or databases in Missouri, the state where the child care staff member resides, and each state where such staff member resided during the preceding five years:
 - The state criminal registry or repository, with the use of fingerprints being required in the state where the staff member resides and optional in other states;
 - The state sex offender registry or repository; and
 - The state-based child abuse and neglect registry and database.
- Requires licensed and license-exempt child care providers to request the results of a criminal background check for child care staff members at the time section 210.1080 RSMo becomes effective by January 31, 2019.
- Requires a child care provider to request the results of a criminal background check for child care staff members prior to their employment or presence in a family child care home, group child care home, child care center or license-exempt facility not subject to 210.1080.9 RSMo.
- Allows a prospective child care staff member to begin work for a child care provider after the criminal background check has been requested from the department. However, pending completion of the criminal background check, the prospective child care staff member must be supervised at all times by another child care staff member who has received a qualifying result on the criminal background check within the past five years.
- Requires a new criminal background check every five (5) years.

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- Requires the Department of Health and Senior Services (DHSS) to process criminal background check requests as soon as possible, but not to exceed 45 days following the request.
- Directs DHSS to provide the child care provider information on the child care staff member without revealing to the provider any information on the reason for disqualification.
- Exempts a child care provider from submitting a request for a criminal background check for a child care staff member if:
 - o The staff member received a criminal background check within five years before the latest date on which such a submission may be made and while employed by or seeking employment by another child care provider within Missouri;
 - o The department provided to the first provider qualifying criminal background check result, consistent with this section, for the staff member; and
 - o The staff member is employed by a child care provider within Missouri or has been separated from employment from a child care provider within Missouri for a period of not more than one hundred eighty consecutive days.
- Directs DHSS to provide a reason for the disqualification to the child care staff member, as well as include information about the process to appeal the department's decision.
- States the cost of the criminal background check shall be the responsibility of the child care staff member but may be paid or reimbursed by the child care provider at the provider's discretion.
- Defines disqualifying results. A child care staff member is ineligible if he or she refuses to consent to the criminal background check, knowingly makes a false statement in connection with the check, is registered or required to be registered as a sex offender, has a finding of child abuse and neglect, or has been convicted of certain felonies or violent misdemeanors.
- Requires license-exempt religious child care facilities that receive federal funds (e.g. child care subsidy) for the care of children to comply with the criminal background check requirements. This requirement does not apply to license-exempt religious child care facilities that do not receive federal funds for the care of children.

The SCCR will continue to share information with child care providers as it moves forward with implementing the required statutory changes.

THE IMPORTANCE of Social-emotional Development

by Bridgit Gale, Inclusion Specialist, United 4 Children

We spend much of a child's life teaching them. We teach them how to eat, walk, talk, read, multiply and even drive a car. However, when a child misbehaves we are more likely to punish a child rather than teach them more appropriate skills.

Children aren't born with an innate ability to effectively concentrate and be persistent with challenging tasks. They don't automatically know how to develop good relationships with peers and adults. Their ability to listen to instructions and be attentive does not come naturally nor does solving social problems. Yet are we really taking the time needed to build these skills? These are some of the fundamental skills children need as they enter school. It is our job to teach them.

Many times challenging behavior gets in the way of us calmly and effectively teaching social skills. Here are some basic facts about challenging behaviors:

1. Challenging Behavior usually has a message-I am bored, I am sad, you hurt my feelings, I need some attention.
2. Children often use challenging behavior when they don't have the social or communication skills they need to engage in more appropriate interactions.
3. Behavior that persists over time is usually "working" for the child.

It is important for us to place our focus on teaching children what to do in place of this challenging behavior. Here are some helpful strategies to use in the classroom:

1. Create an environment where every child feels good about coming to school.
2. Design an environment that promotes child engagement.
3. Focus on teaching children what to do.
4. Teach expectations and routines.
5. Teach skills that children can use in place of challenging behaviors.

When we place our focus on positive behavior we end up getting more of what we focus on. When we can switch our thinking from "why is this child trying to annoy me" to "what is he/she trying to communicate," we allow ourselves the ability to understand the root of the behavior. With this understanding, we can effectively begin to teach these social skills, which are not only important to a child's school success, but life in general.

Business Minded Mindset - an Element Critical to Your Success

Robin Phillips, CEO/Executive Director, Child Care Aware of Missouri



Many of you reading this newsletter run child care businesses...either in your home or in a stand-alone facility. As a business owner or someone in a decision making role in your business you must think about things such as business planning and operations, budgets, staffing, marketing, and human resources. Often times these critical business items get overlooked, pushed to the side, approached day by day when instead they must be well planned, reviewed regularly, and sometimes even with an entirely fresh, new approach.

As business owner, executive director, or director you must have a heightened business mindset and lead with confidence, knowledge, and positive energy. Some of you may be pursuing your dream of running your own business, therefore an entrepreneurial mindset is one element critical to your success. The Huffington Post recently shared a blog called, "Do You Have a Successful Entrepreneurial Mindset" and the characteristics of a successful entrepreneur shared in that article are listed below.

- Believes in his/her ability to achieve the best and constantly pushes himself/herself beyond their comfort zone for the greater good of the business.
- Has his/her elevator pitch prepared and will recite it to anyone who's willing to listen.
- Keeps moving when things are slow. He/she is always thinking about the next task that must be done to improve the business.
- Believes that customer service is just as important as promotion and providing quality products. Knows that building relationships is vital to building a thriving biz.
- Always reaches higher and focuses on improving personally and professionally.
- Values his/her intuition over the advice of another. He/she truly understands what's best for the business.
- Values the power of marketing and employs proven marketing tactics. He/she markets whether business is booming or in a lull.

- Is a problem solver. He/she can allocate funds as if it were a natural talent. He/she knows how to run a tight ship in order to keep revenue up and overhead down.
- Thrives under pressure. He/she is always attentive and alert. When his/her business begins to see red, he/she steps up to the plate.
- Implements sound ideas into his/her existing business plan in order to stay organized, increase revenue, offer excellent customer service, and execute promotion.
- Stands his/her ground. Maintains a cool attitude and a firm intent. He/she handles any bit of confrontation with class.

As CEO of Child Care Aware® of Missouri, I must approach running our company with the same mindset. Yes, we receive funding to deliver specific services but I must still rely on my mindset, my ability to find other funding and resources to support our day to day business operations, my attention to strategic planning and execution of that plan, how to improve our company on an ongoing basis, and assess how we best serve our customers. I rely on a network of professionals to inform me and I read a lot to influence my personal development. As Jim Rohn says, "Don't just read the easy stuff. You may be entertained, but you will never grow from it."

If you are wondering where to start with business planning, operational planning, or are looking for resources for the business of your child care program please contact Child Care Aware® of Missouri by emailing theteam@showmeresource.org. I would also encourage you to listen to and subscribe to podcasts on leadership and attitude (some of my favorites are shared by Entreleadership). Other quick reads you may find energizing and informative are published by Success Magazine. These resources and many others can be found online and can be followed on LinkedIn and Facebook.

Including Children with Special Needs - WHO ME?

by Lisa Eberle-Mayse, Director of Inclusion, United 4 Children

Growing up, most of us didn't have much (if any) contact with children or adults with disabilities. In my own neighborhood, I clearly remember the Special School District bus passing me at the bus stop and wondering – Who are those kids? The fact is, schools were not required to educate children with disabilities until 1975! And at the beginning, these children were almost always kept in separate schools or classrooms—out of sight and segregated from their typically developing peers. Much progress has been made since then, with more and more school districts working to include children with special needs in classrooms with their peers. It required—and still requires—work and commitment from teachers, administrators and families to be successful.

So what about child care? Many child care providers have always made an effort to include children who might be a little different from their peers. But until 1990, there was no law that required us to do so. In 1990, the Americans with Disabilities (ADA) act was signed into law by President H. W. Bush. This law mandated equal access for persons with disabilities to any and all “public accommodations.” And child care is considered a “public accommodation!” (Unless you are actually run by a religious organization.)

This means that as a child care center director, a group home provider or family child care home provider, it is illegal to automatically say to a parent whose child has special needs—“Oh, I'm sorry, we can't accommodate children with disabilities.”

So what does the law actually mean for us? It means:

- Every enrollment decision must be made based on an individual assessment of a child's needs. We don't get to make assumptions about what a child with Down syndrome, or autism, will or won't require.
- We must make “reasonable efforts” to accommodate children with special needs.
- We may not charge more for a child with disabilities.
- We may not use “liability” as a reason to not include a child.

A “reasonable effort” to accommodate a child in a child care setting can mean many things—

- Rearrangement of the environment or schedule.
- Adjusting activities and expectations.
- Being willing to learn and implement strategies that are new to us.

But WHY is it mandated? WHY is it important for us to work to comply with the law? First and foremost, because all children have the right to quality care that meets their needs. But also because families of these children need to work, and there just aren't that many “special places” for families to go. And in a much broader sense, a commitment to including children with special needs is a commitment to diversity, and to civil rights.

The really good news is—you are not alone! The State of Missouri provides funding for a network of Inclusion Specialists who serve all Missouri counties. These folks can help you learn and apply the skills you need to help all the children in your care be successful, confident, happy learners! We provide training, general classroom observations and, with family permission, observation and support for including specific children. Click here for information on how to get started.

There are also some wonderful resources on-line to help you get started. Here are a few:

- Commonly Asked Questions about Child Care and the ADA: <https://www.ada.gov/childqanda.htm>.
- Center on the Social and Emotional Foundations for Early Learning: www.vanderbilt.edu/csefel. CSEFEL focuses on promoting children's social emotional development and school readiness. The website contains training modules, training kits, videos and practical strategies.
- Resources for Child Care Providers and Preschools: <http://www.parentcenterhub.org/childcare/>.
- From NAEYC: Every Child Belongs: <https://www.naeyc.org/resources/pubs/tyc/sep2017/every-child-belongs>.
- The Early Childhood Technical Assistance (ECTA) Program from the University of North Carolina – Chapel Hill: <http://ectacenter.org/>.

It's natural—and okay—to be nervous about including children who are different. But if we work together to make it work, we will find ourselves moving from “I HAVE to include this child” to “OF COURSE I'll include this child!”

Infant Safe Sleep **TRAINING**

Missouri will soon reach the three year anniversary when Infant Safe Sleep rules were implemented for any facility to care for children under one year of age. Included in the rules was the requirement to complete department approved training that is in accordance with the American Academy of Pediatrics safe sleep recommendations every three years. In family child care homes the provider and assistants and in group child care homes and child care centers the center director, group day care hope provider, all other caregivers and those volunteers who are counted in staff/child ratio must complete this training. Since the training must be completed every three years, it is important to be aware of helpful ways to track that information, as well as where to find approved training.

The OPEN Initiative has developed a report in the Toolbox “Program Training – Safe Sleep (DHSS SCCR)” that takes care of that for you. For those of you who have program level access for your facility, simply run the report. On the second page you will find a summary for all of your staff, the date approved Safe Sleep training was completed and the date that it expires. When new training is completed it will generate a new expiration date three years from the date of the newly completed training. Subsequent pages provide greater detail regarding which training specifically each staff member completed. As with all Toolbox reports, the information will only show for those who are listed as staff in your program so remember to add and remove staff accordingly. For any questions about the Toolbox reports contact OPEN at <https://www.openinitiative.org>.

You may also wonder where can you find department approved Safe Sleep training. A complete list of all approved Safe Sleep trainings is located on SCCR’s website at <https://health.mo.gov/safety/childcare/pdf/safe-sleep-training.pdf> and on the Missouri Workshop Calendar <http://www.moworkshopcalendar.org/> on the Safe Sleep tab. The list of approved trainings is updated as new trainings are approved. If you do not find a specific training on the list, it is not approved in Missouri to satisfy the requirements of the licensing rule.

Infant Safe Sleep **PRACTICES**

Incorporating safe sleep practices into the daily care of infants is the most critical thing you as a caregiver can do to eliminate sleep related accidental death and reduce the factors that can contribute to Sudden Unexpected Infant Death commonly called SUID or SIDS. Approximately 20 percent of SIDS deaths occurred in regulated child care (Moon et al, 2000). Approximately 1/3 of SIDS related deaths in child care occur in the first week of care and ½ of those occur on the child’s first day (Moon, 2005). Knowing this information is only the first step. Caregivers who work directly with the infants need to remember:

- Place every child younger than age one on their back for every sleep.
- If the child rolls to their tummy they should be returned to their back. After the infant can roll both directions without assistance, the child should be placed on their back to sleep but can adopt whichever position they prefer.
- If a baby falls asleep outside of the crib (in a bouncy seat or swing, during tummy time, while being rocked, etc.) they should be moved to their crib and placed on their back. This may cause the infant to wake up briefly, however the benefits far outweigh the temporary interruption in sleep.
- Every child should have their own individually assigned crib, portable crib or playpen.
- Use the correctly sized firm mattress designed for the crib/playpen.
- Use the correctly sized fitted sheet for the mattress. There are many sizes available so make sure to use the proper size for your equipment.
- The only thing that should be in the crib is the baby! Blankets, sheepskins, toys, stuffed animals, pillows, etc. are not allowed in the sleep area and may not be hung over the side of the crib.
- Keep the temperature in the room at a comfortable level so that infants do not overheat.
- While pacifiers are okay for sleep, they may not be hung around the baby’s neck nor may they be attached to anything such as a stuffed animal or clipped to the baby’s clothing.
- Infants should be physically checked frequently while they sleep to be certain that the baby is not overheated or in distress.
- Music may be played, however it cannot be so loud that it interferes in the ability to hear if a baby is in distress.
- Lighting should be sufficient so that caregivers and properly see if a sleeping child is in distress.

This information should be in your facility’s Infant Safe Sleep Policy and it is a good idea for all staff to review it periodically. Providing the policy to parents upon enrollment of an infant lets the parents know how their baby will be cared for safely and what they can expect. This will help reassure the parents that their child’s wellbeing is a priority for you. For any questions about Infant Safe Sleep and how to implement the rules, contact your Child Care Facility Specialist.



Infant Safe Sleep Resources



May 2018 NICHQ News:

Watch NICHQ's Most Popular Webinar to Date

There were 6,000 registrants for NICHQ's webinar, Improving Infant Safe Sleep Conversations, Strategies for Helping Families Adopt Safe Sleep Habits. Founder of the Global Infant Safe Sleep Center, Stacy Scott, PhD, MPA, led a series of role playing exercises on how to engage families from different backgrounds in meaningful conversations about safe sleep. A full recording of the webinar is available online. Watch it today.

April 2018 NICHQ News:

Bedsharing, Breastfeeding and Babies Dying

Bedsharing can lead to longer breastfeeding duration. It also leads to more infant deaths. These opposing facts represent a major dilemma for those working to improve infant health. What should be done when strategies that put babies in danger also support behaviors that improve outcomes? In this article, Lori Feldman-Winter, MD, MPH, FAAP, a pediatrician and safe sleep and breastfeeding expert, provides answers.

March 2018 NICHQ News:

Ignoring Safe Sleep Progress Risks Increasing Safe Sleep Deaths

A recent American Academy of Pediatrics article concluded that states needed to re-examine their efforts to improve safe-sleep practices. However, along with understanding where progress has stalled, there is much to learn from progress that has been made.

TEL-LINK is the Missouri Department of Health and Senior Services' (DHSS) toll-free information and referral line (800-835-5465) for maternal and child health care. The purpose of TEL-LINK is to provide information and referrals to Missouri residents concerning a wide range of health services. Callers are given referrals and then can be linked immediately with the appropriate agencies. The toll-free telephone line is operated from 8:00 a.m. to 5:00 p.m. Monday through Friday. Recorded messages are taken after 5:00 p.m. on weekdays and throughout the day and night on weekends and state holidays.

Text4baby is a free mobile information service designed to promote maternal and child health. Text4baby provides pregnant women and new moms with information to help them care for their health and give their babies the best possible start in life. Women, families, health care providers, or others who sign up for the service by texting BABY to 511411 (or BEBE in Spanish) will receive free short text messages each week, timed to the due date of the baby or the baby's date of birth.

Infant Loss Resources –

<http://infantlossresources.org/>

AAP Safe Sleep -

<https://www.aap.org/en-us/advocacy-and-policy/aap-health-initiatives/healthy-child-care/Pages/Safe-Sleep.aspx>

Centers for Disease Control and Prevention -

<https://www.cdc.gov/sids/Parents-Caregivers.htm>

Recalls

Unsafe Products, and How to Obtain Recall Information

The U.S. Consumer Product Safety Commission (CPSC) is an independent federal regulatory agency that works to reduce the risk of injuries and deaths from consumer products. The CPSC issues approximately 300 product recalls each year, including many products found in child care settings. Many consumers do not know about the recalls and continue to use potentially unsafe products. As a result, used products may be lent or given to a charity, relatives or neighbors or sold at garage sales or secondhand stores. You can help by not accepting, buying, lending or selling recalled products. You can contact the CPSC to find out whether products have been recalled and, if so, what you should do with them. If you have products that you wish to donate or sell and you have lost the original packaging, contact the CPSC for product information. It is the responsibility of child care providers to ensure that recalled products are not in use in their facilities.

The CPSC's toll-free hotline is available at 800.638.2772. The hearing impaired can call 800.638.8270. Information also is available on the CPSC website at: www.cpsc.gov.

This quarter we are highlighting a product that has recently been recalled and is commonly found in child care facilities.

Discount School Supply Recalls Crayons Due to Laceration Hazard

Recall date: May 17, 2018

Recall number: 18-744

Recall Summary

Name of product:

Colorations™ brand extra-large crayons

Hazard:

The red crayons in the multi-color sets can contain glass, posing a laceration hazard to the user.

Remedy:

Replace

Sold at:

Exclusively online at DiscountSchoolSupply.com from June 2017 through October 2017 for about \$36.



Helmets R Us Recalls Helmets Due to Risk of Head Injury

Recall date: June 29, 2018

Recall number: 18-045

Recall Summary

Name of product:

Rollerblade® helmets

Hazard:

The helmets fail to meet the federal safety standard, posing a risk of head injury.

Remedy:

Consumers should immediately stop using the recalled helmets and contact Helmets R Us to receive a free replacement helmet. Helmets R Us is contacting all known purchasers directly.



Recalls

Jané Recalls Strollers Due to Violation of the Federal Stroller and Carriage Safety Standard; Entrapment and Strangulation Hazards

Recall date: May 24, 2018

Recall number: 18-167

Recall Summary

Name of product:

Jané Muum strollers

Hazard:

The recalled strollers violate the federal Stroller and Carriage standard. An infant can pass through the opening between the stroller armrest and the seat bottom and his/her head and neck can become entrapped by the armrest, posing entrapment and strangulation hazards.

Remedy:

Consumers should immediately stop using the recalled strollers and contact Jané for a free repair. The repair consists of a free replacement armrest. Consumers can continue using the recalled strollers if they remove the armrest and harness the child properly until they receive the replacement armrest.

Sold at:

Albee Baby, Baby World, Kidsland, Toys R US, Dainty Baby, USA Baby stores and other stores nationwide and online at Amazon.com and other websites from July 2016 through August 2017 for between \$300 and \$450.



Key Features of Show Me Child Care Portal

- Access to unpublished inspections and substantiated complaints is limited to DHSS/SCCR staff and the facility owner or director.
 - o Access is obtained by the unique identifier assigned to the owner or director through the Automated Security Access Processing (ASAP).
 - o This identifier is the only access to an inspection and substantiated complaint prior to publishing.
 - o It is recommended that no one on staff have access to this number unless authorized by the owner/director.
- The process of acquiring this unique identifier will require a minimum of ten days. Please refer to the above child care portal training on how to acquire the unique identifier.
- Child care directors or owners will have 10 days from the date of the inspection or disposition date of the substantiated complaint to make a comment on each rule violation cited.
- No inspection or substantiated complaint can be published prior to the 10 day comment period.
- DHSS/SCCR will review the comments to ensure children's privacy information is not violated. DHSS also retains the right to refuse to publish comments with inappropriate language or potentially libelous statements.
- Types of inspections posted on the Show Me Child Care Provider Search include compliance monitoring, post license, re-inspections, close supervision, and renewal inspections.

- The owner/director may comment on each rule violation cited. The comments should relate to corrective measures taken.
- If the owner/director wishes to provide more information in a written statement, it will be filed in the facility's public licensing record that is maintained in the SCCR office; however, the owner/director should be aware that this information will not appear on the public portal for public viewing.

Resources

DHSS/SCCR Child Care Portal Training:

<http://health.mo.gov/safety/childcare/training/moduletwo/index.html>

Show Me Child Care Provider Search:

<https://webapp01.dhss.mo.gov/childcaresearch/searchengine.aspx>

Provider, Director, Owner Log in Link:

<https://webapp01.dhss.mo.gov/Login/Login.aspx?ReturnUrl=/ChildCarePortal/Default.aspx>

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This publication provides topical information regarding young children who are cared for in child care settings. We encourage child care providers to make this publication available to parents of children in care or to provide them with the web address: health.mo.gov/safety/childcare/newsletters.php so they can print their own copy.

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Alternate forms of this publication for persons with disabilities may be obtained by contacting the Missouri Department of Health and Senior Services, Section for Child Care Regulation, P.O. Box 570, Jefferson City, MO, 65102, 573.751.2450. Hearing- and speech-impaired citizens can dial 711. EEO/AAP services provided on a nondiscriminatory basis.

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